



# City of Cincinnati

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## **City of Cincinnati's Healthy Lifestyles Program Tops in the Nation**

### **New Program Encourages Employees to Help Lower Healthcare Costs**

The City of Cincinnati is launching its new voluntary wellness incentive program "Healthy Lifestyles" on June 1, 2007. This program, which is one of the most comprehensive among employers in the country, encourages and rewards City employees and their spouses for making positive choices for better health. By supporting healthy lifestyles and behaviors from employees, the program will assist the City in managing rising healthcare costs through proactive and preventive personal care.

Employees and their spouses who are currently enrolled in the City's health plan have the opportunity to earn financial incentives by meeting certain health measures and by participating in and completing program components in health education, weight management, preventive care, physical activity and other lifestyle programs. During the calendar year, employees and their spouse can each earn up to \$500 that will be deposited into a Health Reimbursement Account (HRA), which can be spent on any out-of-pocket healthcare expense. Dependent children cannot earn incentives, but money in their parents' HRA can be used to cover their healthcare costs.

"The City recognizes that employees are the most valuable asset we have and that it will require a partnership between employer and employee to effectively maintain the productivity, health and well-being of our workforce," said Director of Risk Management Chuck Haas.

Healthy Lifestyles is one of the most rewarding programs in the country. It gives financial incentives for a wide-variety of initiatives, such as being tobacco-free, attending health fairs and being part of an athletic league. Earned incentives in the HRA can be "rolled over" from year to year, with a cap of \$1500 per account.

"While it is impossible to predict the exact costs and benefits of Healthy Lifestyles because it is a new program, the City expects the long-term healthcare savings to be worth it based on other programs we've looked at across the country," said Cincinnati City Manager Milton Dohoney. The funding for Healthy Lifestyles has been factored into the City's Healthcare Self Insurance Fund. Healthy Lifestyles also operates on a rolling collection basis, thereby avoiding one large payment from the City. The earned rewards will be available to employees beginning January 1, 2008.

The City has formed a committee to review the program for any possible changes and improvements as Healthy Lifestyles progresses.

TriHealth Corporate Health will administer the program for the city.

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